

POST COMMISSION MEETING

**DoubleTree San Diego, Mission Valley
7450 Hazard Center Drive
San Diego, CA 92108
Thursday, February 23, 2012**

AGENDA

CALL TO ORDER AND WELCOME - 10:00 A.M.

Commissioner Ronald Lowenberg for Chair Lai Lai Bui will call the meeting to order.

COLOR GUARD AND FLAG SALUTE

The Color Guard will be provided by the San Diego County Sheriff's Department.

MOMENT OF SILENCE HONORING THE OFFICERS WHO LOST THEIR LIVES IN THE LINE OF DUTY SINCE THE LAST MEETING

The following officers died in the line of duty since the last meeting:

- Officer Jim Capoot, Vallejo Police Department

ROLL CALL OF COMMISSION MEMBERS

INTRODUCTION OF POST ADVISORY COMMITTEE CHAIR, POST LEGAL COUNSEL, THE EXECUTIVE DIRECTOR, AND NEW COMMISSIONERS

Commissioner Lowenberg for Chair Bui will introduce the POST Advisory Committee Chair, POST Legal Counsel, and the Executive Director.

WELCOMING ADDRESS

Patricia Hsieh, President, San Diego Community College, will provide opening remarks.

PUBLIC COMMENT

Commissioner Lowenberg for Chair Bui will advise the audience of the following:

This is the time on the agenda for public comment. This is time set aside for members of the public to comment on either items on the Commission agenda or issues not on the agenda but pertaining to POST Commission business.

Members of the public who wish to speak are asked to limit their remarks to no more than five minutes each. Please be advised that the Commission cannot take action on items not on the agenda.

APPROVAL OF MINUTES

A. Approval of the Action Summary and Minutes of the October Commission Meeting

- Action Summary
- Minutes of the Thursday, October 20, 2011, Commission meeting held at the Marriott San Francisco Airport Waterfront, Burlingame, California, 94010.

CONSENT

B.1 Report on Course Certification/Decertification

In approving the consent calendar, the Commission receives the report.

B.2 Report on POST Strategic Plan Implementation

This is a status report on the POST Strategic Plan. The report is provided to the Commission and the Advisory at each regular meeting to summarize the progress in researching and implementing the Strategic Plan.

Of the 20 objectives, staff reports that:

17 -- Are in progress (being researched and/or implemented)
1 -- Recommended for addition
1 -- Recommended for deletion
1 -- On hold
20 -- **Total**

In approving the Consent Calendar, the Commission accepts the progress report and recommendations from staff concerning the Strategic Plan.

B.3 Report on the Status of the Pilot Study of Driver Training in the Basic Course

At its October 2008 meeting, the Commission received the *Driver Training Study, Volume I* and approved implementation of the recommendations in the report. One of the recommendations was to enhance driver training curriculum in the Regular Basic Course (RBC).

The Commission directed the development of an academy-based program which would incorporate four components to Learning Domain (LD) 19 *Vehicle Operations*: Law Enforcement Driving Simulators (LEDS), a speed component, night driving and the use of interference vehicles.

The LD 19 Pilot Advisory Council met in December and finalized grading forms to be used by the pilot agencies. The San Bernardino Sheriff's Department and the Los Angeles Police Departments are the first agencies to participate in the validation of the new forms. Additional opportunities to validate the evaluation forms will occur as more pilot agencies conduct vehicle operations training. The Committee anticipates completing validation of the forms by April 2012. Once the forms are validated the pilot process will begin.

The research team gave two presentations to the committee. The first summarized their visits to the pilot locations and identified variables to be dealt with during the pilot; the second described a process to gather data.

This item is presented for information only. No action is required.

B.4 Report on SAFE Driving Campaign

The SAFE Driving Campaign Committee met October 4 - 5, 2011, in Garden Grove. The committee is comprised of the Vehicle Operations & Training Advisory Council (VOTAC), the Advisory Board, and the Research Team. Approximately 50 members from throughout California and the United States discussed a variety of issues related to Situation-Appropriate, Focused, and Educated (SAFE) driving for law enforcement officers. The SAFE Driving Campaign stakeholder groups will meet again on May 1- 2, 2012, in San Diego.

Since the last report to the Commission, staff has made presentations on the SAFE Driving Campaign to several law enforcement professional organizations. Members of the VOTAC continue to collaborate on the Learning Domain (LD) 19 Pilot Advisory Council to enhance driver training curriculum in the Regular Basic Course (RBC). The Advisory Board continues to advance partnerships with law enforcement organizations both in California and nationally to promote initiatives focused on changing attitudes, improving training, increasing accountability, and mobilizing leadership. The Research Team has four studies underway: the Fatigue and Distraction study; Agency Culture study; State-Level Differences study and Officer Epidemiology study.

This item is presented for information only. No action is required.

B.5 Report on SPO B.3.04, Regarding the Provision of Driver Training and Force Options Simulators to the Regional Skills Training Centers

POST regulations require officers to complete Perishable Skills Program (PSP) training every 24 months. PSP includes training in emergency driving, firearms, use of force and tactical communications. Force Option Simulators (FOS) are used to assist agencies to meet the use of force component of PSP.

The FOS systems are aging and are costly to warranty and maintain. Replacement parts are no longer available and new computer software is not compatible with old operating systems.

The Regional Skills Training Centers (RSTC) are funding the maintenance and warranties associated with operation of the FOS; the high cost of doing so is threatening discontinuation of FOS training.

New FOS systems have expanded capabilities that were not available when the original systems were purchased, i.e., electronic weapons (TASER), improved graphics, and integration features. Advancement in FOS technology can produce a more realistic and comprehensive training environment not available in the old systems.

The Department of Finance has approved POST using funds in its reserve to purchase new FOS systems to replace those in the RSTCs. Staff has held preliminary meetings with subject matter resources and representatives of the Department of General Services to identify system(s) capable of meeting the training needs of RSTCs and POST. Staff anticipates that the process to select and purchase replacement FOSs will be complete by June 30, 2013.

This item is presented for information only. No action is required.

B.6 Report on a Request to Develop a Course to Transition from the Specialized Investigators' Basic Course to the Regular Basic Course

This is a report on the request for POST to develop a transition course that would allow state investigators who have completed the Specialized Investigators' Basic Course (SIBC) to meet the requirements of the Regular Basic Course (RBC). The request is based on the possibility that a number of state investigators may be subject to layoffs. Completion of the SIBC qualifies an individual to perform duties that are primarily investigative; however, it does not meet the RBC training requirement for general law enforcement duties as performed by police officers and sheriff's deputies. If the investigators in question choose to become peace officers for an agency for which the entry level training is the RBC, they would be required to successfully complete the entire RBC.

In response to prior inquiries of similar nature staff reviewed the possibility of creating a course to bridge the difference between the two courses. The concept was found to be unworkable.

Although there is some commonality in subject matter between the two courses the focus of each course is different. The SIBC requires fewer hours of instruction than the RBC. Objectively, it would appear that a transition course would simply be a matter of making up the shortfall in hours. However, the difference in content is significant. There are eight RBC Learning Domains (LDs) that are not covered in the SIBC as well as two in which only a portion of the content is covered.

The difference is not just class hours but also a series of written, exercise and scenario tests as well as required learning activities. There are also issues related to the sequencing of instruction and testing that rule out a special course.

Also, courses are certified based on ongoing unmet training needs. A transition course would be limited to relatively few students making it expensive to present. It would be difficult to find an academy willing to absorb the cost and effort to certify and present the course. Even if the concept was feasible, POST does not have the resources to devote to the development of such a course. If the resources were available, it could take up to a year of lead time to create the course and to navigate the rulemaking process.

This item is presented for information only. No action is required.

B.7 Report on SPO A.08.08, Expand Entry-Level Cognitive Testing for Peace Officers

Consistent with the efforts to expand cognitive testing for peace officers as directed by Strategic Objective A.8.08, this is a report on efforts to update and expand the POST Entry-Level Law Enforcement Test Battery (PELLETB). In January 2011, experimental test items were developed for possible inclusion in the PELLETB. Pretesting of the test items commenced April 2011 and continued through December 2011. The final phase of the longitudinal study will consist of determining how well the experimental test items predict academy success.

A final report on the determination to add new subtests to the PELLETB and possibly removing the CLOZE subtest will be completed by June 2012.

This item is presented for information only. No action is required.

B.8 Report on CalEPA Grant Funding for Environmental Crimes Training

The California Environmental Protection Agency (CalEPA) is required by statute to transfer funds to POST for the purpose of advancing environmental enforcement training. Over the last several years, POST has used these funds to develop an environmental crimes course for the Learning Portal, a telecourse and a classroom course that was piloted during 2011.

At its October meeting, the Commission authorized the Executive Director to enter into a contract with the San Diego Regional Training Center to present a symposium on environmental crimes training and to continue to present the previously developed course on environmental crimes.

In December 2011, POST received a disbursement of \$35,131.47 from the Environmental Enforcement and Training Grant, leaving POST with a total of \$147,622.33 available for these purposes.

POST met with representatives of CalEPA to develop the symposium and has facilitated a planning session consisting of environmental crimes prosecutors, investigators and regulators along with staff from the San Diego Regional Training Center to develop the symposium design and content. The theme of the symposium will be “Collaboration, Partnership and Integration in Environmental Crimes Enforcement.”

This item is presented for information only. No action is required.

B.9 Report on Crowd Management Summit

POST hosted a strategy session focusing on issues related to crowd control and critical incident management. This strategy session gleaned critical input from key law enforcement stakeholders throughout the State. Input will be used to assist POST in facilitating a multi-day review and revision of the 2003 POST Crowd Management and Civil Disobedience Guidelines.

The feedback will also be used in planning a law enforcement leadership summit on civil disobedience and public protest, scheduled for March 20-22, 2012 in San Diego.

POST recognizes the value in providing similar information to key stakeholders not directly connected with law enforcement. As such, staff is working with the University of California, Irvine and Golden West College in an advisory role to explore the possibility of holding a similar summit or conference designed for this audience.

This report is for information only. No action is required.

B.10 Report on Homeland Security Grant Funds and Terrorism-Related Training

Since March 2004, POST has been part of a training Homeland Security partnership that consists of representatives from the California Emergency Management Agency (Cal EMA), the California Military Department (CMD), the State Fire Marshal’s Office (SFM), the Emergency Medical Services Authority (EMSA), the Department of Health Services (DHS), and the California Joint Firefighter Apprenticeship Council (CJFAC) to address the needs of first responders statewide.

At its January 2008 meeting, the Commission requested regular updates on how the federal grant funds and encumbered and spent.

The report under this tab provides an overview of funds received and spent from January 1, 2011 to December 30, 2011. The report provides an update on the AB 587 funds (2007 – Antiterrorism Training Courses) that have been encumbered and spent over the same period.

The report also provides information on federal homeland security grants allocated to California for federal fiscal year 2011 (October 1, 2010 to September 30, 2011) and proposed funding for federal fiscal Year 2012 (October 1, 2011 to September 30, 2012).

This report is presented for information only. No action is required.

B.11 Report on the Investigative Report Writing (Learning Domain 18) Project

This is an informational report on the status of the project to develop and validate a standard method to train and test investigative report writing in basic training. Evaluation forms and scoring methodologies have been developed and validated. Evaluation forms and related documents will be provided to presenters of basic training via the Basic Course Informational Website in the near future. Recently, subject matter resources developed scripts and grading points to be addressed in the new evaluator training video. The next phase of the project is to collaborate with staff of the Learning Technology Resources Bureau for video production.

This report is presented for information only. No action is required.

B.12 Report on the Status of the Information Technology Feasibility Study to Address Testing in the Basic Courses

In August, 2011, following an eight-month study, staff submitted a Feasibility Study Report (FSR) to the State Department of Finance and the California Technology Agency. The FSR was approved in December 2011.

The FSR confirmed the feasibility of replacing POST's current automated testing system (TMAS) with a modern, enhanced system that is capable of securely supporting all of POST's testing requirements.

The current system's sole focus is on the delivery of Basic Course written tests, and it is not capable of accommodating any of the other academy tests, such as the academy skills and scenario tests. The FSR serves as the foundation for acquiring new testing software via an Information Technology Procurement Plan (ITPP), which was submitted in January 2012.

This report is presented for information only. No action is required.

B.13 Report on Request to Fund the Research Phase of Applying Gaming Software in Law Enforcement Training

At its June 2011 meeting, the Commission approved staff's proposal to contract with a governmental entity to conduct an in-depth analysis into the application and use of gaming engines for training of law enforcement personnel in an amount not to exceed \$1,000,000.

Since the approval by the Commission, staff has been working to hire a limited-term Senior Instruction Designer (SID) to perform the day-to-day work of overseeing on-going development of web-based training and tools created for use on the Learning Portal in order to allow one full-time permanent senior staff member to manage the gaming engine analysis project.

Funding for this project will be from FY 2011-12 unspent reimbursement monies, not FY 2010-11 funds as previously proposed by staff.

This report is presented for information only. No action is necessary.

B.14 Report on Elimination of the Department of Justice Advanced Training Center

This is an informational report that describes steps taken by staff to address the elimination of the Department of Justice, Advanced Training Center (ATC). As a result of a reduction in the budget for the Department of Justice (DOJ), several programs have been substantially reduced or eliminated. For many years, POST has contracted with DOJ for delivery of specialized law enforcement training through the ATC. POST has been notified that the ATC will cease operation at the end of February 2012.

The training offered by the ATC has included specialized courses in clandestine laboratories, narcotics-related investigations, computer forensics, electronic surveillance, and tactical considerations for rural operations, among others.

Staff is taking a systematic approach to assess the continuing need for the courses, determining whether some courses fit within the framework of the Robert Presley Institute of Criminal Investigation and examining options as to how to continue to provide training where an ongoing, unmet training need exists.

This is an informational report; no action is required by the Commission.

B.15 Report on SPO B.5.06, Regarding a Training Tool That Would Assist Investigations in Developing Search Warrants

In response to Strategic Plan Objective B.5.06 POST staff met with a variety of subject matter resources to develop a tool that could create search warrants. Due to the differences in legal language in the various counties, a template was created for each of California's 58 counties.

After pilot testing the tool in six counties, staff made improvements, and then created the templates for the remaining 52 counties.

The feedback from the field has been extremely positive regarding this first performance support tool. Since the initial launch in September 2010 there have been 4,630 downloads.

In approving the Consent Calendar, the Commission is approving staff to delete Strategic Plan Objective B.5.06 as completed.

This item is presented for information only. No action is required.

B.16 Report on Model Respiratory Protection Program for Law Enforcement

In 2004, POST staff created and released the *Model Respiratory Protection Program for Law Enforcement* to assist agencies in complying with CAL/OSHA regulations. The primary concern at the time was that agencies statewide were using federal funds to purchase personal protective equipment (PPE) for employees which included respiratory protection masks. CCR Title 8 – Section 5144 requires agencies that issue respiratory protection masks to their employees to establish a program that includes updated medical surveys, annual equipment fit testing, and annual training for all personnel who use Air Purifying Respirators (APRs) and Powered Air Purifying Respirators (APRs).

Recently CAL/OSHA staff has conducted audits of agencies using respiratory equipment and issued citations to agencies not in compliance with Title 8 Section 5144 Code of California Regulations (CCRs). CAL/OSHA representatives attending regional training managers meetings have been unable to address the questions about this issue.

Agencies may not have developed the required plans and testing and may be out of compliance with Title 8 – Section 5144. POST staff will work with CAL/OHSA and other interested stakeholders to revise and update the 2004 publication and will report the results to the Commission at its June 2012 meeting.

This report is for informational only. No action is necessary.

B.17 Resolutions/Certificates/Plaques

The following individuals received a resolution:

- Michael C. DiMiceli, Assistant Executive Director
- Ed Pecinovsky, Bureau Chief, Training Program Services

The following individual received a Certificate of Appreciation:

- Deborah Linden, Chief (retired), San Luis Obispo Police Department and former POST Commissioner

The following individual received a Plaque:

- Dave Spisak, Bureau Chief (Retired), Commission on POST

FINANCE COMMITTEE

- C. John McGinnis, Chair of the Finance Committee, will report on the results of the Committee meeting held on Wednesday, February 22, 2012, in San Diego, California.

BASIC TRAINING BUREAU

- D. Report on Proposed Changes to the Training and Testing Specifications for Peace Officer Basic Courses

As part of an ongoing review of Peace Officer Basic Course content, POST staff and curriculum consultants (academy instructors and other subject matter resources) thoroughly review Learning Domain (LD) content to determine if revisions are necessary. The Training and Testing Specifications and supporting materials for the Learning Domains have been updated to reflect emerging training needs, compliance with legislatively mandated subject matter, changes in the law, or to improve student learning and evaluation.

The proposed changes affect the following Learning Domains:

LD 18, *Investigative Report Writing*

LD 28, *Traffic Enforcement*

If the Commission concurs, the appropriate action would be a **MOTION** to approve the changes as described in the staff report. If no one requests a public hearing, the changes will become effective July 1, 2012.

Finance Committee Discussion [] Yes [] No Recommended Action [] Yes [] No
Advisory Committee Discussion [] Yes [] No Recommendation [] Yes [] No

- E. Report on Request to Contract for Instructional Support for Required Training of Academy Personnel

Commission regulation 1071 describes minimum training standards and competencies required for Regular Basic Course Academy Directors, Coordinators, Scenario Managers and Evaluators, and Recruit Training Officers.

Due to the large turnover of academy staff, Basic Training Bureau (BTB) conducts up to four Director/Coordinator, Recruit Training Officer (RTO), and Scenario Managers' Courses per year. While BTB staff teaches portions of the courses, there are topics that are better suited for instructors currently working at an academy.

Traditionally, agencies have provided release time for their staff members to assist POST in presenting these courses; however, due to budgetary constraints, it has become difficult for agencies and academies to provide release time for instructors to assist POST. For these reasons, staff is recommending that funds be approved to compensate agency employees that assist in the above described POST courses.

Academy Directors and Coordinators must attend the course within one year from the date of appointment to their respective positions. This includes Directors and Coordinators who manage the Regular Basic Course, the Modular Format or the Specialized Investigators' Basic Course. The Recruit Training Officer Course must be completed by all full time Training Officers within one year of appointment to the RTO position.

Scenario testing must be managed by a Scenario Manager who has completed the Scenario Managers' Course prior to Scenario Testing. In addition, the course is also a train-the-trainer for individuals that perform required scenario evaluation in the basic courses.

If the Commission concurs, the appropriate action would be a **MOTION** to authorize the Executive Director to contract with an individual or a public entity for instructional support in an amount not to exceed \$66,394. **(ROLL CALL VOTE)**

Finance Committee Discussion [] Yes [] No Recommended Action [] Yes [] No
Advisory Committee Discussion [] Yes [] No Recommendation [] Yes [] No

CENTER FOR LEADERSHIP DEVELOPMENT

F. Report on the Supervisory Course Update

At its April 2008 meeting, the Commission approved implementation of Strategic Plan Objective C.10.08, "Conduct a comprehensive review of the Supervisory Course and Curriculum." Subsequently, meetings of subject matter resources (SMRs) were convened to accomplish this objective.

Subject matter resources identified, examined, and prioritized common learning needs of the patrol supervisor and explored how the course content could be best delivered. Several hundred graduates of the Supervisory Course were surveyed regarding the degree to which the existing course objectives, content, and instructional methodology enhanced their job performance. PowerPoints, handouts, group exercises, and individual assignments were revised.

Instructional domains were enhanced with contemporary commercial video clips, designed to complement instructor facilitation with visual examples of the leadership strategies. Situational Leadership II® concepts were interwoven throughout the course's subject areas.

The updated course centers on a series of updated video vignettes depicting a fictitious team of officers a new sergeant/supervisor will encounter. The new vignettes focus on leadership development and contemporary issues such as social media and generational differences. Individual files were rewritten for each of the new team members comprising the supervisor's fictitious team, replicating what a sergeant's desk files might contain. Updating of the course does not necessitate changes to Commission regulations.

During December 2011, the updated Supervisory Course curriculum and accompanying new video vignettes were piloted in Sacramento during a regularly scheduled Supervisory Course presentation. POST staff and SMRs were present to critique and document the student responses to the new material. Students' evaluations strongly supported the content and instructional methodology of the pilot presentation.

If the Commission concurs, the appropriate action would be a **MOTION** to approve the updated Supervisory Course content for implementation, beginning June 1, 2012.

Finance Committee Discussion ☐ Yes ☐ No Recommended Action ☐ Yes ☐ No
Advisory Committee Discussion ☐ Yes ☐ No Recommendation ☐ Yes ☐ No

G. Report on Tuition for Law Enforcement Command College

Consistent with Commission policy, staff annually reviews the tuition charged to individuals from non-reimbursable agencies who attend the Law Enforcement Command College. For FY 2012-13, the tuition will be the same amount as the current fiscal year, \$3,370.

If the Commission concurs, the appropriate action would be a **MOTION** to approve tuition charged to individuals from non-reimbursable agencies who attend the Law Enforcement Command College at \$3,370 for FY 2012-13.

Finance Committee Discussion ☐ Yes ☐ No Recommended Action ☐ Yes ☐ No
Advisory Committee Discussion ☐ Yes ☐ No Recommendation ☐ Yes ☐ No

H. Report on Tuition for Sherman Block Supervisory Leadership Institute

Consistent with Commission policy, staff annually reviews the tuition charged to individuals from non-reimbursable agencies who attend the Sherman Block Supervisory Leadership Institute. For Fiscal Year 2012-13, the tuition will be the same amount as the current fiscal year, \$1,925.

If the Commission concurs, the appropriate action would be a **MOTION** to approve tuition charged to individuals from non-reimbursable agencies who attend the Sherman Block Supervisory Leadership Institute at \$1,925 for FY 2012-13.

Finance Committee Discussion [] Yes [] No Recommended Action [] Yes [] No
Advisory Committee Discussion [] Yes [] No Recommendation [] Yes [] No

STANDARDS AND EVALUATION SERVICES BUREAU

I. Report on Proposed Regulation Changes Related to the Revised Basic Course Physical Conditioning Program

POST Strategic Plan Objective A.3.02, to research and develop a physical abilities assessment for entry into basic academies, requires a standardized test predictive of student performance on academy physical tasks. In furtherance of this objective, the Basic Course Physical Conditioning Program has been revised.

New program guidelines were published in the *Training and Testing Specifications for Learning Domain 32 Lifetime Fitness*, effective January 1, 2012, rendering the previous guidelines in the POST Administrative Manual (PAM), Section D, obsolete. Also, minor modifications in Work Sample Test Battery procedures have been made to update equipment, set-up and test procedure descriptions. Staff is proposing a revision of PAM Section D-1 to delete references to obsolete program guidelines and test procedures.

If the Commission concurs, the appropriate action would be a **MOTION** to approve the staff recommended changes described in the Agenda Item Report.

Finance Committee Discussion [] Yes [] No Recommended Action [] Yes [] No
Advisory Committee Discussion [] Yes [] No Recommendation [] Yes [] No

J. Report on Proposed Creation of a Continuing Professional Education Requirement for Screening Psychologists

California Government Code 1031(f) requires peace officer screening psychologists to meet education and training procedures set forth by POST. To implement this statute, it is proposed that Commission Regulation 9055 – Peace Officer Psychological Evaluation - be amended to include a continuing education (CE) requirement. The proposed requirement will be modeled after POST's peace officer and dispatcher continuing professional training requirement.

Currently, California psychologists must take a minimum of 36 hours of continuing education (CE) hours biannually to maintain their license.

The goal of this requirement is to ensure that those psychologists who meet the eligibility requirements of GC 1031(f) have received education specifically in the conduct of peace officer pre-employment assessment.

In addition, this program will allow the creation of a list of psychologists, which will be of great benefit to agencies seeking qualified psychologists in their region.

If the Commission concurs, the appropriate action would be a **MOTION** to amend Commission Regulation 9055 to include a professional education requirement for screening psychologists.

Finance Committee Discussion [] Yes [] No Recommended Action [] Yes [] No
Advisory Committee Discussion [] Yes [] No Recommendation [] Yes [] No

TRAINING PROGRAM SERVICES BUREAU

K. Report on Request to Fund SAFE Driving Campaign Symposium

The SAFE Driving Campaign is aimed at reducing fatal and serious injury law enforcement traffic collisions. SAFE stands for Situation-Appropriate, Focused, and Educated driving. "Situation-Appropriate" recognizes the need for officers to modify their driving for varied situations and for trainers, supervisors, and chiefs or sheriffs to establish and reinforce what is appropriate for their agency.

The symposium is intended to take the efforts of POST to date and increase agency, officer and public awareness of the issue by expanding on the various issues that impact peace officer deaths and injuries as they related to traffic collisions.

If the Commission concurs, the appropriate **MOTION** would be to authorize the Executive Director to enter into a contract with the San Diego Regional Training Center or another public entity to present a symposium on the SAFE Driving Campaign in an amount not to exceed \$170,000. **(ROLL CALL VOTE)**

Finance Committee Discussion [] Yes [] No Recommended Action [] Yes [] No
Advisory Committee Discussion [] Yes [] No Recommendation [] Yes [] No

L. Report on Request to Contract in Support of the Public Safety Dispatcher Program

The Instructor Development Institute (IDI) enters into recurring annual contracts with specific training presenters for basic through master levels of instructor development courses. Napa Valley College has been an authorized presenter of the basic, also known as the Academy Instructor Certification Course (AICC), and intermediate levels of instructor development courses for several years. This existing contract provides for the training law enforcement instructors who teach in a POST Regular Basic Course throughout California.

In 2010, POST staff designed and implemented a specialized instructor development program to meet the expressed training needs of public safety dispatchers (PSD).

This 56-hour program is currently presented in two distinct parts; the basic level course that satisfies the prevailing POST AICC requirement, as well as a two day subject-specific training classes on a pre-designated topic.

POST staff has been responsible for maintaining general oversight of this program which includes administering presentations of PSD instructor development courses, hiring instructors, coordinating attendance, hosting PSD-focused curriculum development workshops, and managing advisory council meetings.

If the Commission concurs, the appropriate action would be a **MOTION** to authorize the Executive Director to enter into a contact with Napa Valley College to present IDI courses for public safety dispatchers in an amount not to exceed \$250,000. **(ROLL CALL VOTE)**

Finance Committee Discussion [] Yes [] No Recommended Action [] Yes [] No
Advisory Committee Discussion [] Yes [] No Recommendation [] Yes [] No

M. Report on Proposed Revisions to the Crowd Management and Civil Disobedience Guidelines

In early November, due to concerns regarding the response by law enforcement to civil disobedience and public protest, POST staff initiated an appraisal of associated training and resources to ensure they are current.

In late November, Governor Brown expressed concern regarding the 2003 Crowd Management and Civil Disobedience Guidelines. In December 2010, POST conducted a strategy session with key California law enforcement associations and other stakeholders to assess the needs of law enforcement. In January, POST staff and Subject Matter Resources (SMR) conducted an in-depth review and revision of the 2003 Guidelines.

As part of its overall assessment, POST is planning a Summit to address issues related to the management of critical incidents, protests and civil unrest. The Summit will take place March 20-22, 2012 in San Diego.

If the Commission concurs, the appropriate **MOTION** would be to approve the revision of the 2003 guidelines, titled, POST Guidelines, Crowd Management, Intervention, and Control.

Finance Committee Discussion [] Yes [] No Recommended Action [] Yes [] No
Advisory Committee Discussion [] Yes [] No Recommendation [] Yes [] No

N. Report on SPO B.15.08 a Contract Renewal to Develop a Quality Assessment Program to Supplement POST's Efforts to Maintain Course Quality- FY 2012-13

When sufficient resources once existed, audits and review of certified courses, to ensure course quality, were regularly conducted.

As workload and service demands increased, thinning resources were reallocated to other priorities. Monitoring of course quality became a secondary or even tertiary duty for staff. In order to renew this critical aspect of training standards, Strategic Plan Objective B.15.08—“*Develop Methods to Effectively Assess the Quality of Training Courses and Instructors*”—was approved by the Commission in 2010. A Quality Assessment process is being piloted to assess course and instructor quality and effectiveness. The pilot project has focused on development of evaluation rubrics, scoring methodology, an evaluator training course, and evaluation practices consistent with the POST mission.

If the Commission concurs, the appropriate action would be a **MOTION** to authorize the Executive Director to renew the contract for development and implementation of a Quality Assessment program with the South Bay Regional Public Safety Training Consortium, or another entity, in an amount not to exceed \$65,000. **(ROLL CALL VOTE)**

Finance Committee Discussion [] Yes [] No Recommended Action [] Yes [] No
Advisory Committee Discussion [] Yes [] No Recommendation [] Yes [] No

COMMITTEE REPORTS

O. Advisory Committee

Sandra Spagnoli, Chair of the POST Advisory Committee, will report on the results of the Advisory Committee meeting held on Wednesday, February 22, 2012, in San Diego, California.

P. Legislative Review Committee

Jeff Lundgren, Chair of the Legislative Review Committee, will report on the results of the Legislative Review Committee meeting held on Thursday, February 23, 2012, in San Diego, California.

Q. Correspondence

To POST from:

- Edmund G. Brown, Jr., Governor, State of California, expressing concern for the rules governing use of force during Civil Disobedience.
- Joseph Farrow, Commissioner, California Highway Patrol, nominating Captain Mitchell Mueller to replace Brent Newman on the POST Advisory Committee.
- Nicholas D. Nave, Sergeant, Lindsay Police Department, expressing concern over the decertification of International Training Resources (ITR).
- Tony Psaila, Sergeant, Belmont Police Department, expressing concern over the decertification of International Training Resources (ITR).

- Thomas J. Connelly, President, Connelly Consulting, expressing concern over the decertification of International Training Resources (ITR).
- Al Elzey Jr., expressing concern over the decertification of International Training Resources (ITR).
- Mario Krstic, Chief, Farmerville Police Department, expressing concern over the decertification of International Training Resources (ITR).
- Michael Virden, Assistant Fire Chief/Fire Marshall, Kings County Fire Department, expressing concern over the decertification of International Training Resources (ITR).
- Stephan Giovanazzi, Officer, City of Monterey Park, expressing concern over the decertification of International Training Resources (ITR).
- Patrick Blake, Sergeant, Roseville Police Department, expressing concern over the decertification of International Training Resources (ITR).
- Glenn McElderry, Lieutenant, San Rafael Police Department, expressing concern over the decertification of International Training Resources (ITR).
- Michael Martin, Sergeant, Garden Grove Police Department, expressing concern over the decertification of International Training Resources (ITR).
- Kevin Kemmering, Sergeant, Tulare County Sheriff's Department, expressing concern over the decertification of International Training Resources (ITR).
- Brian Nix, Sergeant, a Central California Police Agency, expressing concern over the decertification of International Training Resources (ITR).
- David Reynoso, Lieutenant, Baldwin Park Police Department, expressing support of International Training Resources (ITR).
- James Christman, Sergeant, Belmont Police Department request to reconsider the decertification of International Training Resources (ITR).
- Van Ton-Quinlivan, Vice Chancellor, California Community Colleges Chancellors Office, nominating George Beity, Dean, School of Public Safety, Miramar College to the POST Advisory Committee

From POST to:

- Robert Nichelini, Chief, Vallejo Police Department, expressing sympathy over the on duty death of Officer Jim Capoot.
- Edmund G. Brown, Governor, State of California, acknowledging the concern expressed over the rules governing Use of Force and Civil Disobedience and explaining POST will convene a summit to review and update the Management of Critical Incidents related to crowd control, protests, and civil unrest.

R. Old Business

S. New Business

- Appointment of a New Advisory Committee Members
 - Mitchell Mueller, Captain, California Highway Patrol
 - George Beity, Dean, School of Public Safety, Miramar College, California Community Colleges Chancellor's Office
- Review of Nominations for the 2011 POST Excellence in Training Awards and the 2011 O.J. Bud Hawkins Exceptional Service Award
- Elect New Commission Vice Chair
- Name a Commission Chair Nominating Committee in preparation for June 2012 Election

FUTURE COMMISSION DATES

June 27-28, 2012 – Courtyard by Marriott – Cal Expo, Sacramento
October 24-25, 2012 – Embassy Suites, Burlingame
February 27-28, 2013 – To be determined
June 26-26, 2013 – To be determined
October 23-24, 2013 – To be determined

CLOSED EXECUTIVE SESSION

- Discussion of Litigation Matters

ADJOURNMENT